Environment and Labour

NOVA SCOTIA
CANADA

Fiscal Targets ($ thousands)

199697	199697 (F)	199798	199899	199900	200001
15,613	14,831	10,838	15,395	15,333	15,179

Includes current and capital expenditures.

Mission:
To create a supportive and responsive environment, helping staff and clients help themselves by continuously reviewing services and legislation, using current technology and applying and enforcing laws.

Strategic Goals

1. Promote safe and healthy workplaces and work practices.
2. Promote fair wage compensation, employment standards, and effective labour/management relations.
3. Promote safe buildings and equipment for public protection.
4. Continuously improve the service we deliver and improve public and staff satisfaction with the work of the department.
5. Promote the rights of injured workers.

Core Business Functions

- Regulatory Compliance

  Carries out inspections, investigations, and enforcement of workplaces, workpractices, incidents, buildings, and equipment to ensure they comply with provincial employment and safety laws.

- Education and Consultation

  Provides education and consultation on various workplace, fire, and public safety laws and regulations to ensure awareness and compliance.

- Setting Standards

  Works with other jurisdictions and stakeholders to develop appropriate standards for occupational health and safety, fire safety, and public safety.

- Certification and Licensing

Certifies and licenses workers and workplaces to ensure worker/employer competency and public safety.

- Conciliation and Mediation Services

  Provides conciliation and mediation services to promote harmonious labour-management relations.

- Advice

  Provides advice and expertise to persons and organizations in order to assist them in pursuing workers' rights under the Workers' Compensation Act.

- Monitoring and Adjudication

  Monitors and adjudicates compliance with the Pay Equity Act and assesses the removal of systemic wage discrimination.

Priorities 199798

Goal #1

Promote safe and healthy workplaces and work practices

- Adopt new regulations under the Occupational Health and Safety legislation covering:

  – workplace violence
  – general safety

- Improve client services by ensuring responses to critical client incidents and increasing proactive services.
- Develop and deliver programs for promotion and education to ensure adequate client awareness of regulatory initiatives and their compliance with the new health and safety legislation, which came into effect January 1, 1997.
- Establish partnerships with the Nova Scotia Forest Products Association, Nova Scotia Safety Council, Nova Scotia Construction Safety Association, Association of Professional Engineers of Nova Scotia, Federation of Agriculture, and the Arborists Association of North America (Atlantic Chapter).
- Establish the Occupational Health and Safety Appeal Panel.

Goal #2

Promote fair wage compensation, employment standards, and effective labour/management relations

- Improve the delivery of investigative and advisory services to clients with a view to reducing the current backlog of employment standards complaints.
- Focus on proactive services for small employer/union groups (e.g., promote and

arrange joint supervisors/steward training programs; Joint Action Committees).
- Develop regional information and education programs in partnership with the Labour/Management Forum that identify options/alternatives to the arbitration process.

Goal #3

Promote safe buildings and equipment for public protection

- Through the Office of the Fire Marshal, complete consultation on legislative reform that will enhance the fire safety system in the province.
- Institute a program for the intervention into child fire setting with the Assistance of the Department of Justice, health care professionals, the police services and the fire departments.
- Partner with municipalities to expand and promote fire inspections for commercial and social buildings.
- Develop and institute an industry-wide initiative for propane safety that involves public education and an updated regulatory environment.
- Review, update, and implement improvements in mandates covering the legislative areas of:

  –Power Engineers Regulations
  –Crane Operators Regulations
  –Boiler and Pressure Vessels Regulations
  –Elevator and Lifts Act and Regulations

Goal #4

Continuously improve the service we deliver and improve public and staff satisfaction with the work of the department

- Further implement the department's Commitment to Quality initiative. The next identified phase will be to expand the scope of training by equipping a core group of staff with additional team leader skills that will enable them to effectively lead improvement task teams.

Goal #5

Promote the rights of injured workers

- Provide a higher level of service to injured workers in Nova Scotia at a reduced total cost.
- Establish an office in Sydney to serve the needs of injured workers on Cape Breton Island.

Outcome Measures 1997–98

Strategic Goal	Outcome	Indicator	Measure
Promote safe and healthy workplaces and work practices	Improved Occupational Health and Safety	Occupational Health and Safety performance	Accident rate frequency and severity defined as: • Avg. number of registered WCB claims/100 employees • Avg. number of compensable days for all short term disability claims receiving benefits during the year/100 claimants • Avg. number of compensable days for short-term disability claims opened in the year/100 claimants
	Effective legislation	Level of legislation and regulation development and review	* Number of regulations reviewed/developed * New legislation and regulations implemented
	Client awareness/ responsibility	Level of communications provided	* Number of public working groups on regulation development * Number of public

			information sessions held on new regulations	
Promote fair wage compensation, employment standards, and effective labour/management relations	Efficient/effective provision of Labour Standards services	Complaint levels--assignment times	* Length of time for assignment	
		Resolution levels	* Length of time for proper resolution	
Promote safe building and equipment for public protection	Effective legislation	Level of legislation and regulation development and review	* Number of regulations reviewed/ developed	
			* New legislation and regulations implemented	
	Client awareness/ responsibility	Level of communications provided	* Number of public working groups on regulation development	
			* Number of public information sessions held on new regulations	
	Improved fire and public safety	Cost of fires in communities	* Number of fires reported	Avg. $ value of property loss/fire
		Inspection capability	*	
			* Number of municipal fire inspectors	
		Level of risk of exposure to injury from boilers, pressure vessels, elevators, lifts and amusement rides	* Number of accidents reported	
			* Number of reported elevator accidents/ 100 licensed elevators and lifts	
			* Number unsafe units removed from	

			service * Percentage of unsafe units found * Avg. of number directives/inspection
Promote the rights of injured workers	Efficient/effective provision of legal services to injured workers (Workers Advisers Program)	Level of costs	* $ cost/client/year compared to private sector

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